Enlisted Proponency Update

OSEAC 2004

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Purpose

Provide Updates to Ordnance Enlisted matters

<u>AGENDA</u>

- **Mergers**

- **Revised Vision Statement**

- **Current Initiatives**

- **New Initiatives**

- **Summary**

MOS Consolidations Effective Oct 04

Merge

27Z, 35Y5	**35V, Electronic and Missile Systems Maint. Chief**
35F,J,N	**35F, Special Electronic Device Repairer**
45E & 63E	**63A, Abrams System Maintainer**
45T & 63T	**63M, Bradley System Maintainer**
45D & 63D	**63D, Artillery Mechanic**
63B,S,W	**63B, Wheeled Vehicle Mechanic**

Delete

63H,Y   **63H, Tracked Vehicle Mechanic**

Unit-Based Transition Training

Go to the transition website:
http://www.cascom.army.mil/td/td_ord/ordnance.htm

Enter using your AKO login. Print the training support package for the currently held MOS.

Complete Supervisor-led training.

<u>Before Edate</u>, unit requests the award of ASI Y1

<u>After Edate</u>, unit requests lifting ASI

Ordnance Enlisted Vision

A **warrior-first**, **multi-capable** enlisted force, **proud** of its Ordnance **heritage**, whose **development** and **competencies** are devoted to **accomplishing** its mission under all conditions

Warrior-first

- **Embed in culture – Rename BT to Basic Infantryman School, PLDC to Combat Leader Course, realign BNCOC and ANCOC; everyone's MOS is 11X until AIT**
- **Branch details – Select, reward, Infantry in CSS:CSS in infantry**
- **Open EIB to all MOSs**
- **Enlisted CSS slots in Ranger School**

Multi-capable

- **Expand scope of abilities**
- **Cross MOS/CMF boundaries**
- **Emphasize skills, theory, and principles that have high transference**

Proud

- **Mandatory history – Inception, key figures, roles, contributions**
- **Enlisted Ordnance heroes – Identify, embrace, glorify, honor**
- **Museum stakeholder – NCO display, NCOA projects, tours, Research papers, reenactments**
- **Ordnance programs – Ordnance Sergeant Award, OD Association**
- **Paraphernalia – Make available, distribute, promote**
- **Brotherhood and mentoring – socials, contact, events in non-Ordnance units**

Development

- **Establish benchmarks – GT scores, TABE scores, Civilian Ed levels, development courses**
- **Focus on self-development – Value, encourage, reward, <u>steer</u>, demand**
- **Empower to pursue**
- **Embed within culture - learning organization, leader led, milestones**
- **Only institutional training relevant to the war-fight or maintenance mission**

Competencies

- **Measure technical competence – Civilian certifications, create Army-specific**
- **Increase abilities – Theory, science of mechanics, best practices**
- **Collaborate with industry – tech standards, new technology, training, committees,   manufacturers, academia**
- **Value and reward – promotion points, board guidance, incentives**
- **Tie to post-Army goals – apprenticeships, jobs, profession, objectives**
- **Target Instructors – selection criteria, mandatory development, demonstrate   competence, tie to teaching profession**

Accomplishing

Our Training Challenge

Maximum <u>Technical</u> competency needed during this period

Timing is everything...

Leadership and Management Frequency

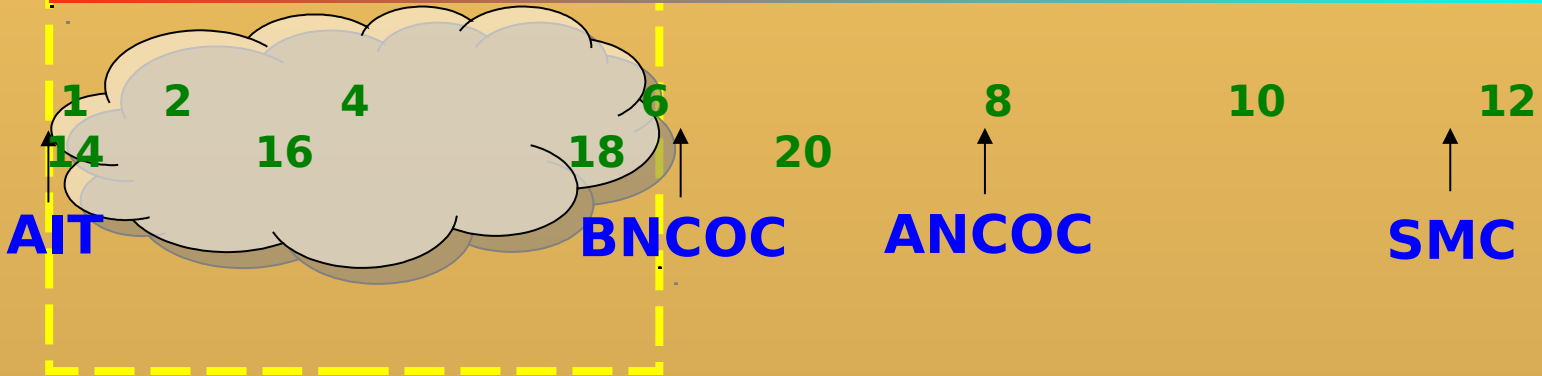| PVT	SPC	SGT	SSG		SFC
MSG		SGM			

"Wrench-Turning" Frequency

1   2   4   6   8   10   12

14   16   18   20

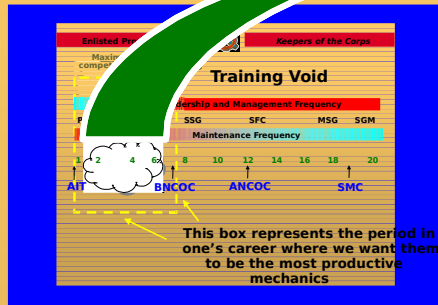**AIT**   **BNCOC**   **ANCOC**   **SMC**

↑ This box represents the period in one's career where we want them to be the best at what they do – "Turning wrenches"

Two Approaches
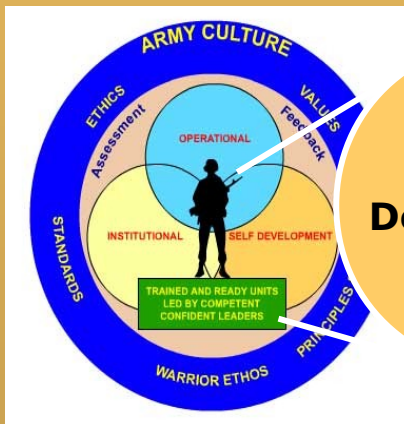1. Fill the cloud *
2. Extend the box

* **Self-development is ke**

Self-Development

- **A Formal pillar of development in FM 7-0**
- **Not confused with directed-development**
- **The right studies at the right time**
- **Managed by soldiers - advised by leaders**
- **High relevance and high transfer**
- **Capitalize on existing resources**

FM 7-0

Self-Development

Cultural Shifts

- **Warrior-first**

- **Stress Self-Development (at the right time)**

- **Technical and maintenance management   competence**

- **Wrench-turning NCOs (SFC CRT Chiefs)**

- **Heavier emphasis on industry links**

  - **Certifications**

  - **Accreditations**

  - **Technical education**

Progress of Initiatives

Promotion points for civilian certifications

- **ASE Patches on coveralls – Ft. Bragg, 46th Grp – Now need Army-wide approval**

- **Industry Training Accreditations (AWS & NIMS)**

Technician Course

- **GT 100 for instructors (DS Criteria)**
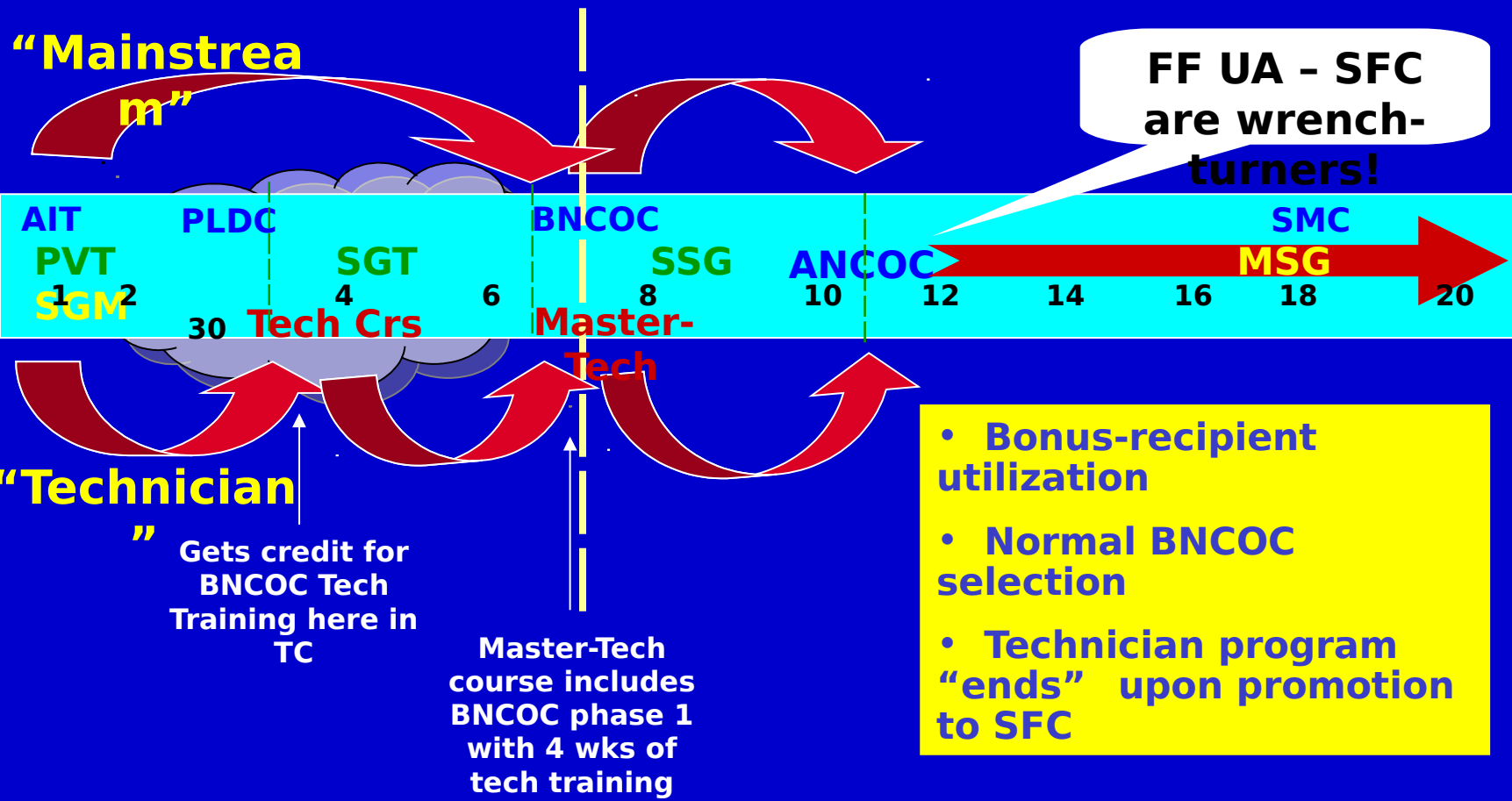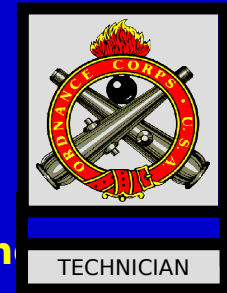
Patches On Coveralls

- **Only worn on coveralls in work area**
- **Does not detract from military appearance**
- **A conspicuous display of MOS competency**
- **A no-cost policy with huge returns**

Technician Courses

Selections

1. Command Nominated
2. PLDC Graduate
3. Aptitude criteria
5. Meet all requirements for Army Service School attendance

TECHNICIAN

"Mainstream"

FF UA – SFC are wrench-turners!

AIT	PLDC		BNCOC				SMC	
PVT		SGT		SSG	ANCOC		MSG	
1 SGM	2	4	6	8	10	12	14	16	18	20
	30	Tech Crs		Master-Tech				

"Technician"

Gets credit for BNCOC Tech Training here in TC

Master-Tech course includes BNCOC phase 1 with 4 wks of tech training

- Bonus-recipient utilization
- Normal BNCOC selection
- Technician program "ends" upon promotion to SFC

Mechanic/Driver Badge

- **Change criteria of current Mechanic/Driver Badge**

    Raise category
    Add two tabs – "Technician" and "Master"
    Establish new criteria for earning each level

- **Submit proposal in collaboration with Transportation Corps**

- **So difficult that two Master Technicians in the same room would be a rarity**

Examples

Level One

Level Two

Level Three

Mechanic

2 yrs experience
Nomination
1 certification (or equivalent)
Hands-on performance (tech + Cbt)
Written examination

Technician

Nomination
3 certifications (or equivalent)
Hands-on performance (tech + Cbt)
 Written examination

Master Technician

 Nomination
 5 certifications (or equivalent)
 Hands-on Performance (tech + bt)
 Written examination
 Unit/Army Training/Improvement roject

New Initiatives

- **Logistician MOS – CMF 90   (MSG and SGM)**

- **NCOER Rater/SR limitations – numerical rating   1 to *n (n = number of peers)***

- **Ordnance SGT Crs - *Battle Staff / SPO/ Logistician Course (ANCOC)***
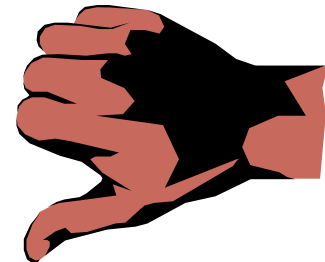
- **Proponency Briefings to Promotion Board Panels**

Realign Career Enhancing Perception

Current Environment

Squad Leader

Platoon Sergeant

Drill Sergeant

Recruiter

Small Group Leader

Detachment Sergeant

1SG

Senior Mechanic

Shop Foreman

Section Sergeant

MST Chief

MCS

Motor Sergeant

Instructor

Promoting the "BEST" qualified *Ordnance* NCOs

Mechanic
Shop Foreman
Drill Sergeant
Motor Sergeant
MMC/SPO
1SG/Bn OPS
SGM/CSM

MOS

Technical

Special Duties

"Leadership"

Senior Mechanic

Shop Foreman

Section Sergeant

MST Chief

MCS

Motor Sergeant

Squad Leader

Platoon Sergeant

Drill Sergeant

Recruiter

Small Group Ldr

1SG

Where Do We Go From Here?

1. **Modularity - UA/UEx/UEy**

2. **Relevant NCOES**

3. **Separate Tech training from NCOES**

SUMMARY

- **The future looks busy**

- **Get used to change**

- **Be a part of it**